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Agenda item 119

Human resources management

Report of the Fifth Committee

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I. Introduction

1. At its 3rd plenary meeting, on 15 September 1998, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its fifty-third session the item entitled "Human resources management" and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the item at its 3rd, 5th, 8th, 14th, 22nd, 24th, 26th, 28th, 29th, 37th, 38th, 40th and 43rd meetings, on 5, 7, 15, 28 October and 9, 11, 13, 16, 18 and 30 November and 1, 7 and 14 December 1998. Statements and observations made in the course of the Committee's consideration of the item are reflected in the relevant summary records (A/C.5/53/SR.3, 5, 8, 14, 22, 24, 26, 28, 29, 37, 38, 40 and 43).

3. For its consideration of the item, the Committee had before it the following documents:

(a) Report of the Secretary-General on performance management (A/53/266);

(b) Report of the Secretary-General on human resources management (A/53/342);

(c) Report of the Secretary-General on the composition of the Secretariat (A/53/375 and Corr.1 and 2);

(d) Report of the Secretary-General on comprehensive guidelines for the use of consultants (A/53/385);

(e) Report of the Secretary-General on human resources management reform (A/53/414);

(f) Report of the Secretary-General on respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations:

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safety and security of humanitarian personnel and protection of United Nations personnel (A/53/501);

(g) Report of the Secretary-General on amendments to the Staff Rules (A/53/502 and Add.1);

(h) Report of the Secretary-General on employment of retirees (A/53/526 and Add.1);

(i) Report of the Secretary-General on consultants and individual contractors (A/53/548);

(j) Report submitted by the Secretary-General on behalf of and with the approval of the members of the Administrative Committee on Coordination on respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations (A/C.5/52/2);

(k) Reports of the Secretary-General on gratis personnel provided by Governments and other entities (A/C.5/52/54/Rev.1 and A/C.5/52/56);

(l) Report of the Secretary-General on the list of staff of the United Nations Secretariat (A/C.5/53/L.3);

(m) Note by the Secretary-General transmitting the report of the Office of Internal Oversight Services on the audit of the use of consultants (A/52/814);

(n) Note by the Secretary-General on internal vacancies in the United Nations Secretariat (A/53/327);

(o) Note by the Secretary-General transmitting the report of the Office of Internal Oversight Services on the audit of the employment of retirees (A/53/642);

(p) Note by the Secretary-General transmitting the views of the staff representatives of the United Nations Secretariat (A/C.5/53/34 and Corr.1);

(q) Reports of the Advisory Committee on Administrative and Budgetary Questions (A/53/417 and A/53/691).

4. At the 14th meeting, on 28 October, the Secretary-General introduced his report on human resources management reform.

5. At the 22nd meeting, on 9 November, the Assistant Secretary-General for Human Resources Management introduced the reports of the Secretary-General.

II. Consideration of draft decision A/C.5/53/L.26

6. At the 43rd meeting, on 14 December, the representative of *Australia*, Vice-Chairman of the Committee and coordinator of the informal consultations on the item, introduced a draft decision entitled "Human resources management" (A/C.5/53/L.26).

7. At the same meeting, the Committee adopted draft decision A/C.5/53/L.26 without a vote (see para. 9).

8. After the adoption of the draft decision, statements in explanation of position were made by the representatives of Austria (on behalf of the States Members of the United Nations that are members of the European Union), Poland, Indonesia (on behalf of the States Members of the United Nations that are members of the Group of 77 and China), Japan and India.

III. Recommendations of the Fifth Committee

9. The Fifth Committee recommends to the General Assembly the adoption of the following draft decision:

Human resources management

The General Assembly:

(a) Decides to defer until the first part of its resumed fifty-third session consideration of the item entitled "Human resources management";

(b) Requests the Secretary-General to maintain current procedures relating to the consideration of candidates for internal vacancies in the Secretariat temporarily until it adopts a resolution on human resources management, including the issue of internal vacancies, at the first part of its resumed fifty-third session;

(c) Requests the Secretary-General to postpone promulgation of the amendments to the Staff Rules, as proposed by the Secretary-General in his report,[1] pending their consideration at the first part of its resumed fifty-third session.

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[1] A/53/502 and Add.1.